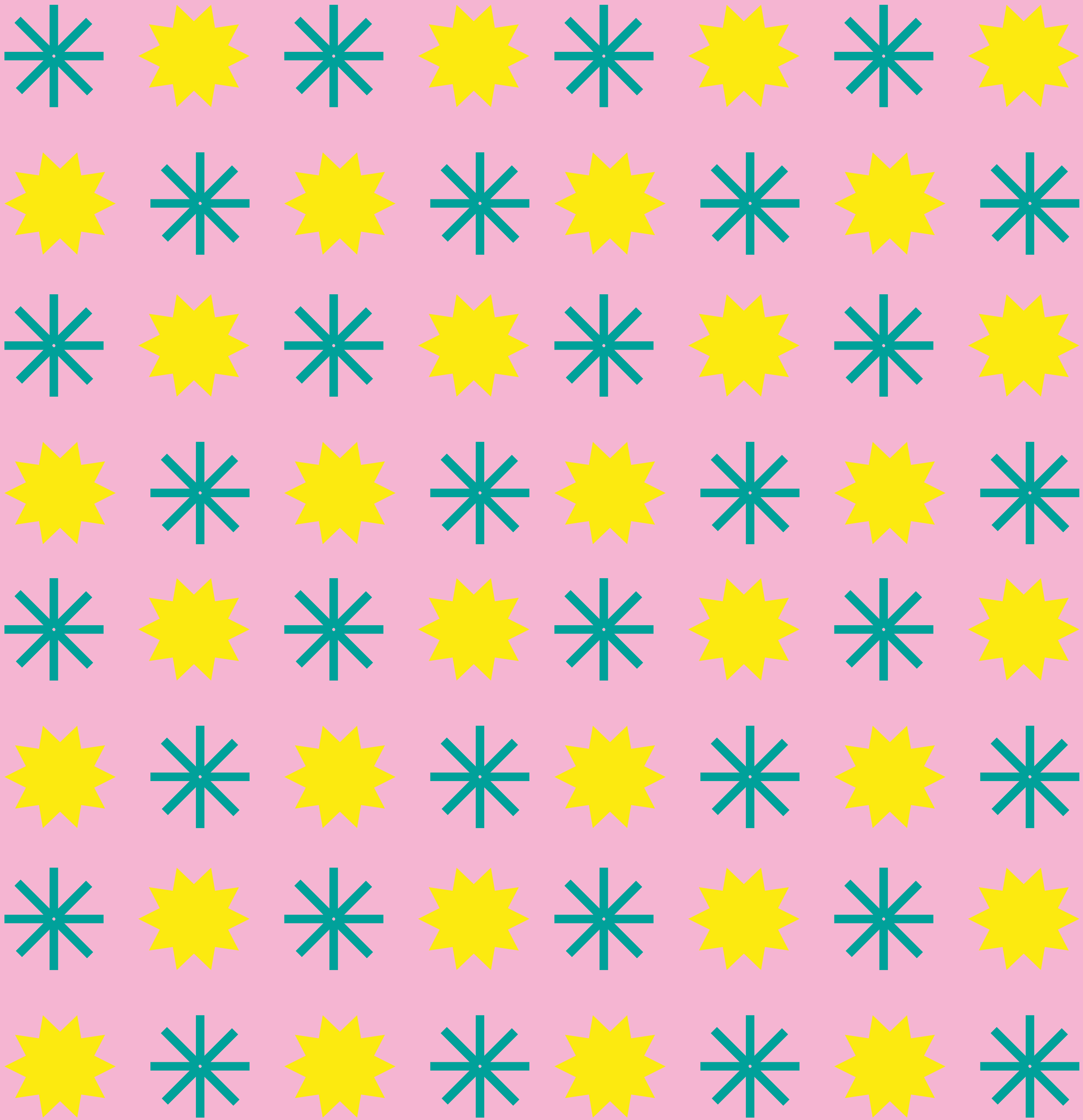
FRIDA Happiness Manifesto



We are a vibrant community of girls, young women, trans*, intersex and gender non conforming people who are organizing together to create a just, resilient and fearless world.

Whether we are leading online activism or organizing public actions on the streets, young feminists activists are at the forefront of the battleground, pushing for transformative change, challenging the status quo, and striving for a world free of oppression and discrimination. Therefore, for us, individual and collective self-care are political strategies of resistance that help us become more resilient, and better prepared to respond to the threats, violence, and discrimination that we often face.

We are truly passionate about our work, and we all work tirelessly. Our activism and our work keep us alive and are an inherent part of ourselves and who we are. Too often we de-prioritize our well-being, physical, and mental health. We overwork, take our work to our beds, deal with daily stress and anxiety, and witness violence and discrimination. This often leads to exhaustion, mental or physical illness, burnout and a constant imbalance between our personal lives and work. Nonetheless, we believe that taking care of ourselves is in our best political and feminist interest, to take a deliberate stand in challenging the patriarchal, hierarchical, and neoliberal systems that govern us.

We recognize that care has traditionally been in the hands of women, thus prioritizing our own well-being is feminist and political.

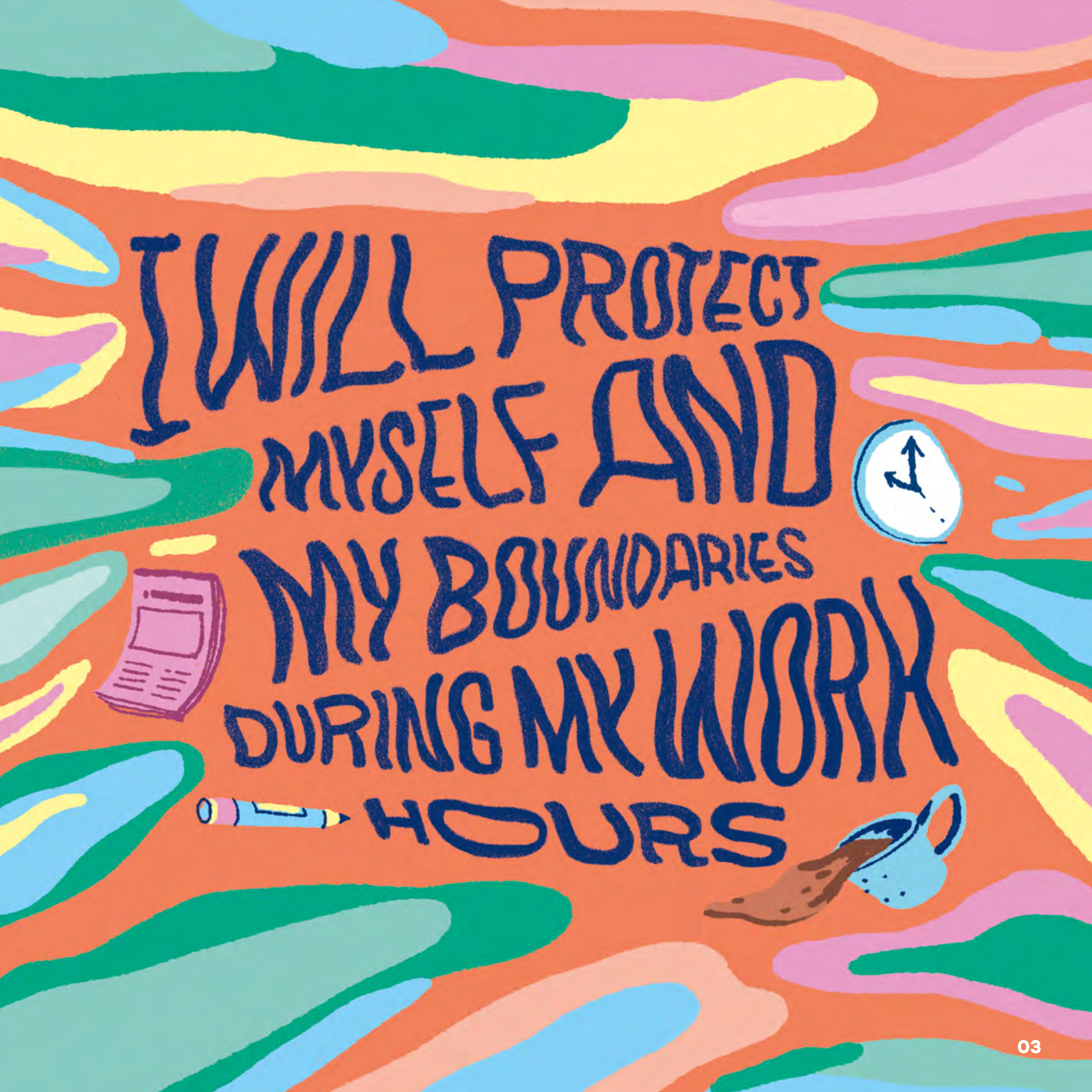
Since the very foundation of FRIDA, we have strived to create an organization that is fully grounded under feminist principles, and this obviously involves healthy work practices, the prioritization of everyone's physical and mental health, and the recognition of our community's values and contributions to our mission. Over this journey of collective reflections, we found the courage to collectively build, create and consolidate a healthier organizational culture and community culture.

To realize this, the FRIDA team re-imagined the scope of self-care and collective well-being, giving importance to the practices that will keep us mentally, physically, and emotionally healthy. We created this manifesto of happiness that will accompany us along the journey. We are holding each other accountable for our individual and collective well-being. We are windows to the outside world, we must be examples to our peers. We dream together about feminist futures. We collectively are transforming the world and creating the feminist futures we have been dreaming about.



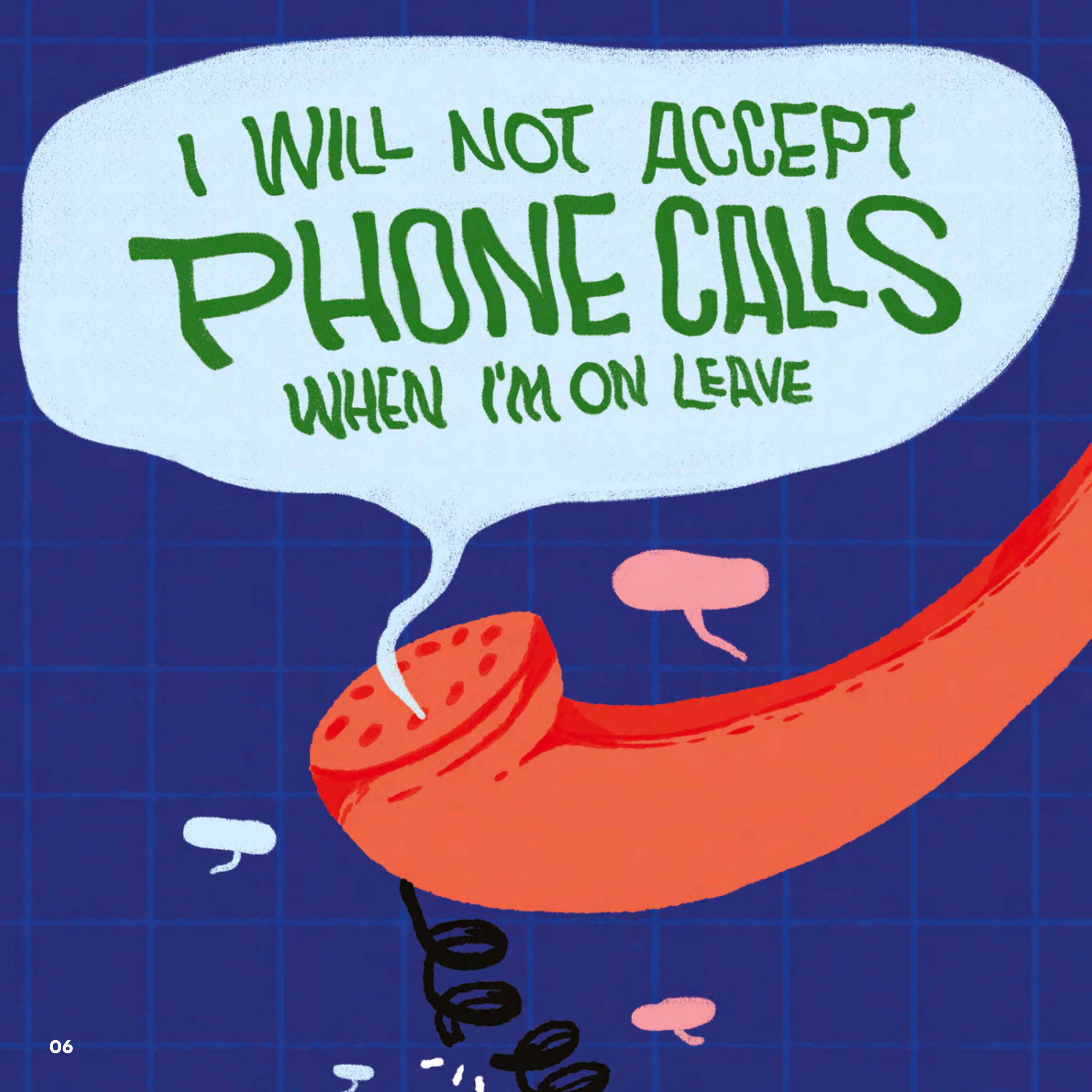
Personal

I will use mobile chats for fun and only when needed at reasonable hours

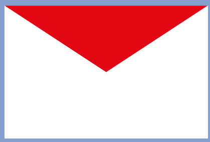

I WILL PROTECT
MYSELF AND
MY BOUNDARIES
DURING MY WORK
HOURS

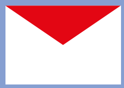

I WILL COMMUNICATE WHEN I
OVERTIRE
MYSELF


I WILL STAND UP
FOR MY
STRENGHTS
AND
WEAKNESSES


I WILL NOT ACCEPT
PHONE CALLS
WHEN I'M ON LEAVE

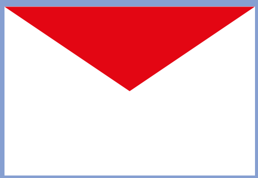
We will delete our work email from our phones









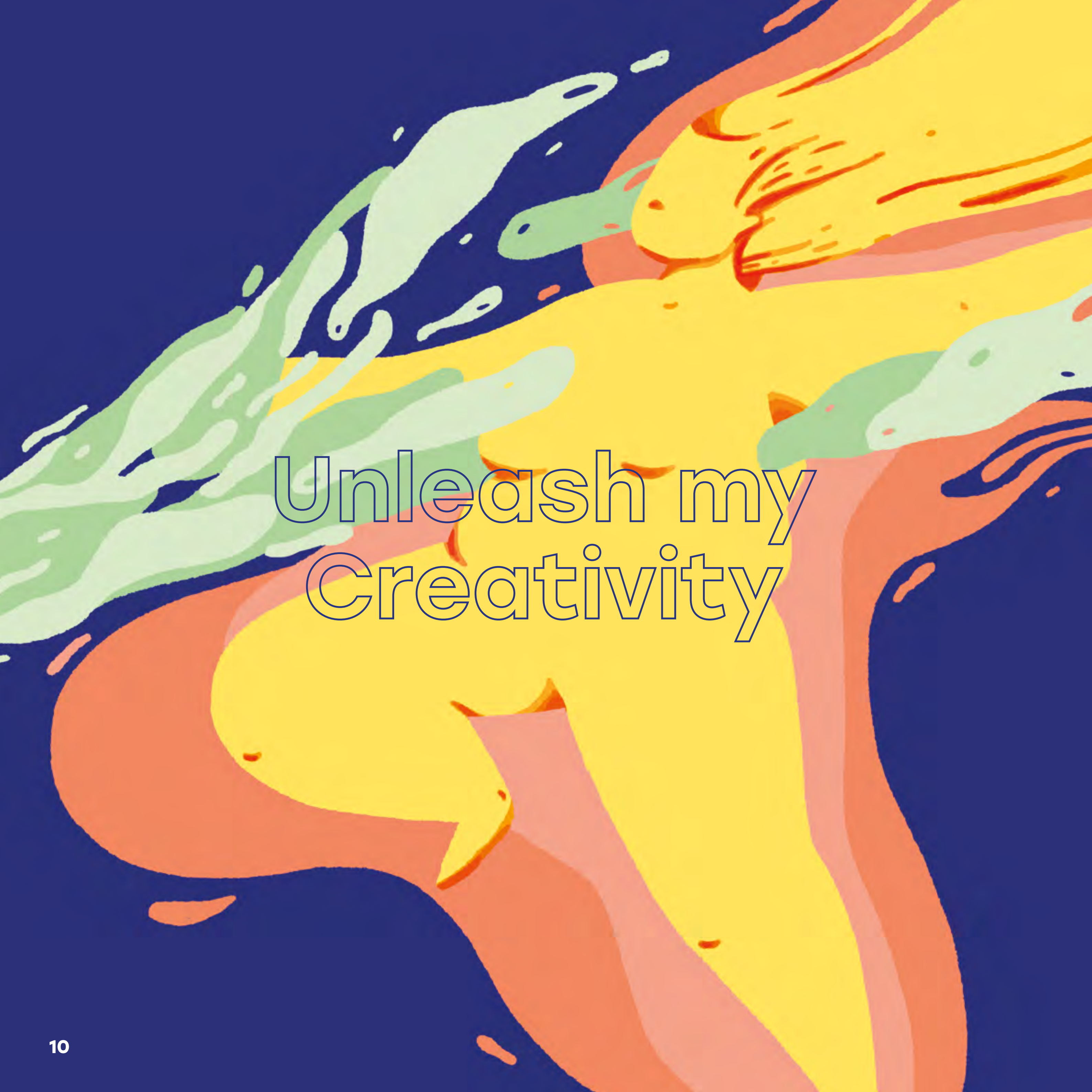



WE WILL
HAVE
HOLIDAYS
WITHOUT OUR
LAPTOPS

I WILL HAVE A MANAGEABLE WORK LOAD



Unleash my Creativity



I commit to using FRIDAYs to read and write about young feminist organizing



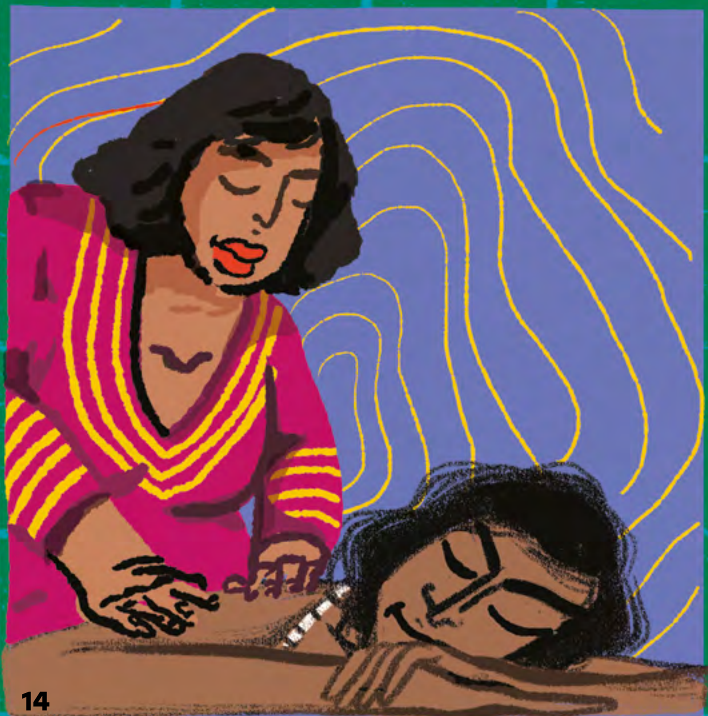
I will think outside the dropbox



I WILL...







MY WEEKENDS ARE FOR FUN

I will value my and my team's timely nutrition


NO GUILT


I WILL MAKE TIME DURING MY WORKDAY TO WORKOUT, DO YOGA, OR OTHER FUN THINGS

I will take care of myself, do fun things, and be present in my life and love

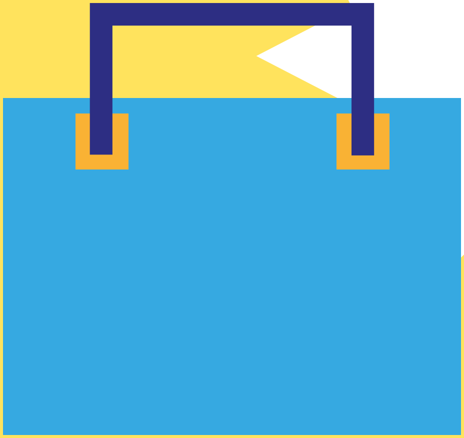

I WILL EAT
PROPERLY
- AND -
HEALTHY


I WILL HAVE THERAPY TO WORK ON MY TRAUMA.



Invest in Ourselves

I will have time for professional development



FRIDA promises the necessary training and coaching required for all of us

FRIDA has clear internal and external decision making and communication procedures



Create a Sisterhood


I WILL HAVE A GOOD MORNING CHAT WITH AT LEAST ONE COLLEAGUE EVERY - DAY

I WILL...




I WILL BE KIND,
LOVING AND RESPECTABLE
TO MY COLLEAGUES

WE WILL EMPATHISE WITH EACH OTHERS' NEEDS AND DESIRES



Disrupt the System

FRIDA recognizes we are all feminist activists

FRIDA COMMITS TO STAYING AWESOME

WE WILL RESPECT STAFF WHEN WE FEEL THEY'VE REACHED A LIMIT

We will be free on fridays and only work Monday–Thursday



FRIDA will commit to encouraging staff to value their personal lives equally



I WILL...

EMBRACE OUR DIFFERENCES


WE ARE ALL DIFFERENT AND DIVERSITY IS ACCEPTED

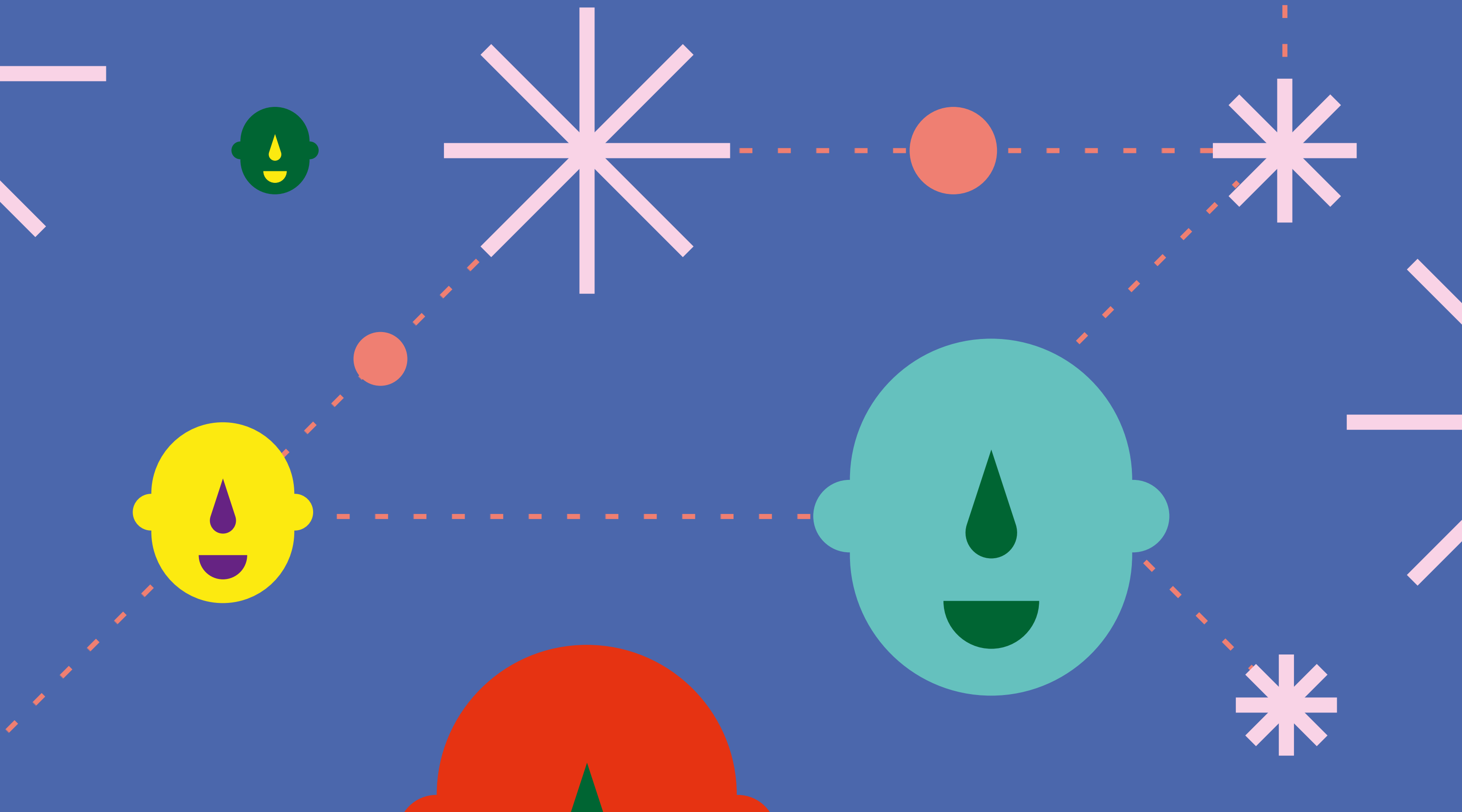

I WILL BE
EMPATHETIC &
STAND IN OTHERS' SHOES


BE THE EXAMPLE

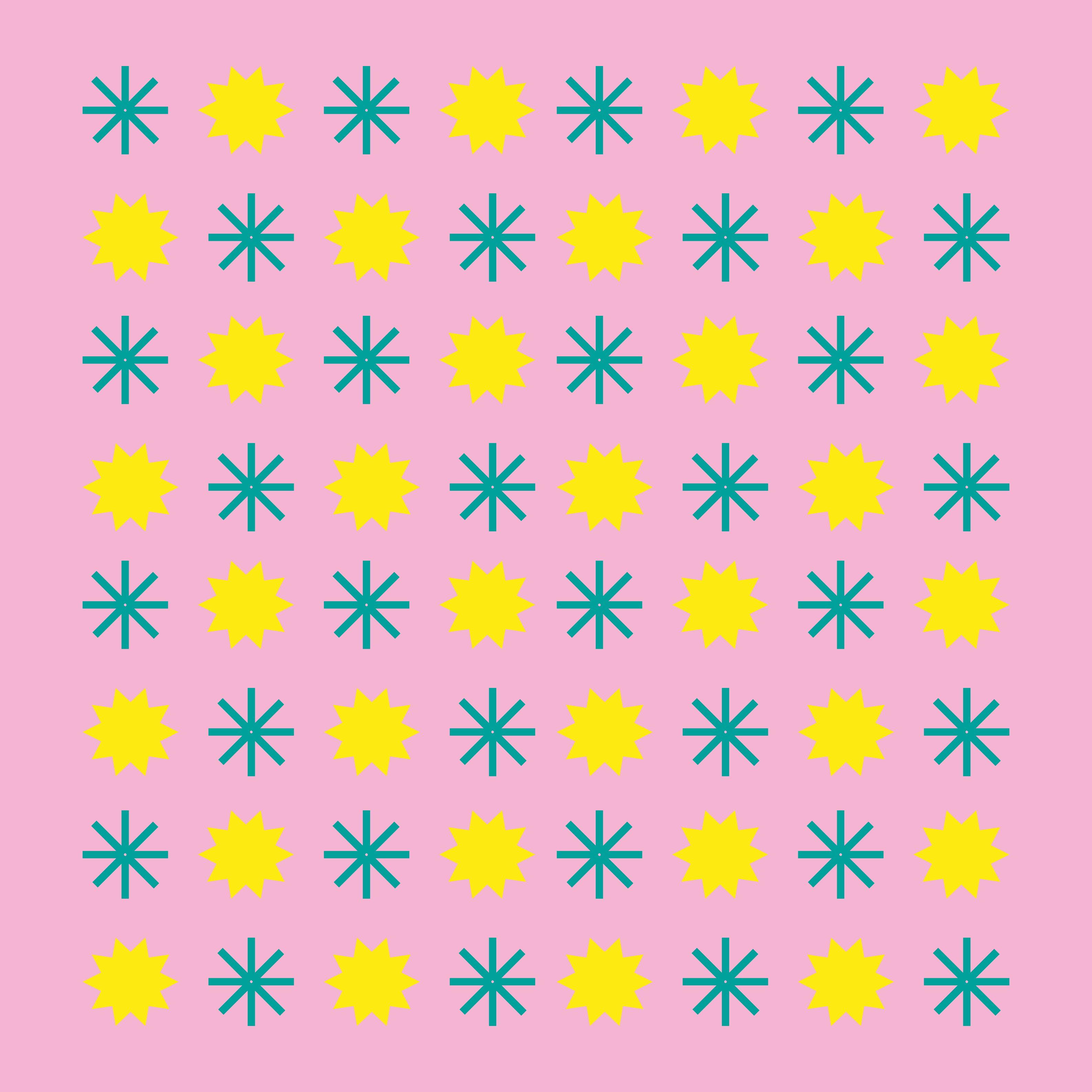

I WILL MAKE TIME TO JOIN FEMINIST INTERVENTIONS OR ACTIVITIES IN MY HOMETOWN


WE WILL
CELEBRATE
OUR
SUCCESS

Everyone is an example and an inspiration for each other



I will



FRIDA | The Young Feminist Fund

Flexibility Resources Inclusivity Diversity Action

Young feminist organizing is springing up in all corners of the globe—from Mexico to Morocco to Malaysia—powered by brave women, girls and trans* youth who are creating the change the world needs. FRIDA provides young leaders with the resources they need to amplify their voices and bring attention to their work, and the support, flexibility and network to keep their vision and influence alive.

→

youngfeministfund.org